Consistent with the need for individual academic units to adopt practices that work most effectively within their own context and culture, the Provost’s Office required that all colleges and schools put in place formal search accountability measures that actively engage the dean’s office (or an equivalent college-level oversight function such as a faculty committee) at key junctures in the faculty search process. These measures include the authority to pause searches or modify search efforts if necessary.

These critical interface points include the following:

1. Initiation of the search process – discussion of search goals and recruitment plans.
2. Before inviting candidates to interview – review of the quality and diversity of the pool.
3. Before an offer is made – conversation regarding the success of search effort.

The goal of the policy is to ensure that search committees make a concerted effort to diversify pools and shortlists, and bring the best and most diverse faculty to Cornell. Deans are empowered to halt faculty searches that are not yielding sufficiently diverse candidate pools, and they are held accountable under the Toward New Destinations initiative for achieving measurable progress in diversifying their faculties and supporting the success of the faculty that have been recruited.